

**DEPARTMENT OF CHILDREN AND FAMILIES
JOB OPPORTUNITY**

**HUMAN RESOURCES SPECIALIST
(May be underfilled at the Human Resources Associate level)
(Human Resources Division)**

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: **Candidates on a current examination list or Lateral Transfers**

Location: Bridgeport, CT

Job Posting #: BM43275CO

Hours: 40

Salary: \$68,603 - \$93,544 (Annually) - Human Resources Specialist
\$59,261 - \$80,808 (Annually) - Human Resources Associate

Closing Date: April 8, 2014

Eligibility: **Candidates must have passed the Human Resources Specialist or Human Resources Associate examination list promulgated by the CT Department of Administrative Services (DAS) by date of Appointment. State employees may apply for lateral transfer if they currently hold the title of Human Resources Specialist or Human Resources Associate, or have attained permanent status in the class since their most recent hire date.**

Position Description: The Department of Children & Families is recruiting for a Human Resources Specialist within the Human Resources Division. ***This position will be located in the Bridgeport area office with responsibility for the Bridgeport, Norwalk & Stamford area offices.*** Position may be underfilled at the Human Resources Associate level. Selected incumbent will work closely with the management team at these offices to address recruitment and other Human Resources generalist activity.

Example of Duties: Interprets collective bargaining contracts, human resource policies and procedures; confers with employees and superiors on human resource issues; analyzes problem situations and takes or recommends appropriate action; ensures proper organizational structure, use of classification system and implementation of compensation plan; screens, interviews, refers and recommends candidates for employment; develops materials for special recruitment programs; conducts orientation sessions; counsels and advises employees on matters related to employment, career development, transfer, separation, recruitment, employee benefits, and/or retirement benefits; counsels and refers employees to assistance programs; conducts a variety of investigations; administers progressive discipline; consults with the Department of Administrative Services on issues of classification, compensation and policy; coordinates performance management system; processes human resource records and transactions; maintains human resource information systems; prepares or oversees preparation of reports; performs job audits; trains new staff in human resource policies; assists in implementation of equal opportunity policies and procedures; implements and may assist in developing agency training programs; may serve at reclassification grievance panels and labor contract negotiating teams; may represent agency in grievances and other hearings; may oversee preparation of multiple payrolls; performs related duties as required.

General Experience: Seven (7) years professional experience in human resources management.

Note: The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules.

Application Instructions: Interested and qualified candidates who meet the above requirements should submit a CT-HR-12 (State Application), resume, letter of intent and three (3) letters of SUPERVISORY references from current and/or previous supervisors. State employees must submit two most recent performance appraisals in lieu of references to the address below. Application material can be faxed to (860) 707-1952.

**DEPARTMENT OF CHILDREN AND FAMILIES
505 HUDSON STREET ● HUMAN RESOURCES, 8TH FLOOR ● HARTFORD, CT 06106
Attn: Bernice Morgan**

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.